Ingalls Memorial Hospital *and* International Union of Operating Engineers, Local 399, AFL–CIO, Petitioner. Case 13–RC–18519

October 30, 1992

ORDER DENYING REVIEW

BY CHAIRMAN STEPHENS AND MEMBERS OVIATT AND RAUDABAUGH

The National Labor Relations Board has delegated its authority in this proceeding to a three-member panel, which has considered the Employer's request for review of the Regional Director's Decision and Direction of Election (the relevant portions of which are attached). The request for review is denied as it raises no substantial issues warranting review.[1]

[1] Review was requested of the Regional Director's findings with regard to the following classifications excluded from the petitioned-for skilled maintenance unit: grounds lead; grounds workers; mechanic (biomedical section) performing computer functions; project support coordinator; construction lead; draftsman; printer; operating room supply specialist; respiratory equipment technician; mold maker; and clerical employees in the plant operations department. In addition, review was requested of the Regional Director's direction that the toolcrib worker be permitted to vote under challenge, and her finding that it is unnecessary to determine the placement of the surgical equipment and instrument technician. We have carefully reviewed the decision, the request for review, and the Petitioner's opposition brief with respect to each and every classification in issue, and agree with the Regional Director's findings and conclusions.

In denying review, Member Oviatt notes that there was no request for review as to the Regional Director's inclusion of the P.C. technician and P.C. specialist in the skilled maintenance unit. See his dissent in *San Juan Medical Center*, 307 NLRB 117 (1992).

APPENDIX

[3] The parties stipulated that the Employer is an acute-care hospital within the meaning of the Board's Health Care Rule, 29 CFR Part 103, 54 F.R. No. 76, 284 NLRB 1580, and is an Illinois not-for-profit corporation with facilities located in Harvey, Illinois.

[4] At issue is whether certain classifications belong in the unit sought by the Petitioner of skilled maintenance employees. The parties stipulated at the close of the hearing that employees in the following classifications, all employed in the Plant Operations Department, should be included in a unit of the Employer's skilled maintenance employees:

Carpenter
Electrician
Painter
Lead Engineer
Engineer
Apprentice Engineer
PM Lead Person
Maintenance Lead Person
Mechanic (in Maintenance Services iection)

The Employer introduced evidence regarding, but took no position during the hearing concerning the unit placement of, the following classifications within the Plant Operations Department:

Tool Crib Worker
Filter Attendant
Incinerator Attendant
Grounds Lead
Grounds Worker
Yard Keeper
Secretary
Clerk II
Medical Electronic Technician
Electronic Technician
Mechanic (in Biomedical Section)
Project Support Coordinator
Construction Lead
Draftsman
Safety Officer

The Employer also introduced evidence at the hearing on the following classifications outside the Plant Operations Department:

Printer
Surgical Equipment and Instrument Technician
Operating Room Supply Specialist
Respiratory Equipment Technician
Mold Maker
Personal Computer Specialist
Personal Computer Technician
Communications Installation Technician

The Petitioner, in its brief, takes the position that, with the exception of one Mechanic in the Biomedical section, none of these employees is appropriately included in a skilled maintenance unit. The Employer, in its brief, asserts that these classifications, with the exception of Filter Attendant, Incinerator Attendant, Safety Officer, and Yard Keeper, must be included in the skilled maintenance unit. The Employer takes no position with regard to the latter classifications.

On April 21, 1989, the Board issued its Health Care Rule in which it determined that with respect to acute care hospitals, eight units, including a unit of all skilled maintenance employees, shall be appropriate for collective-bargaining purposes and they are the only appropriate unit, absent ''extraordinary circumstances.'' 54 Fed.Reg. 16336, 16347–16348, 284 NLRB 1579, 1596–1597 (1989). The validity of the Rule was upheld by the United States Supreme Court in *American Hospital Assn. v. NLRB*, 111 S.Ct. 1539, 137 LRRM 2001 (1991).

In ''Collective-Bargaining Units in the Health Care Industry: Second Notice of Proposed Rulemaking,'' the Board described the rulemaking evidence as showing that skilled maintenance employees are those employees who are generally engaged in the operation, maintenance, and repair of the hospitals physical plant systems, such as heating, ventilation, air-conditioning, refrigeration, electrical, plumbing, and mechanical, as well as their trainees, helpers, and assistants. 53 Fed.Reg. 33900, 33920–33924, 284 NLRB 1527, 1557, 1561 (1988). The Board also noted that skilled maintenance classifications typically require completion of high school, some postsecondary training, such as vocational or trade school in the field, formal or informal apprenticeship pro-

grams; or an associate or bachelor degree and also require continued education in technological changes in building maintenance. The Board also found that skilled maintenance employees frequently have separate supervision by the hospital's plant engineering or maintenance department, higher wage rates reflecting skills and training, and only incidental contact with employees outside the maintenance department, and no direct involvement in patient care.

Whereas the Petitioner in the instant case generally urges that the skilled maintenance unit should be limited to employees who engage in traditional maintenance on hospital physical plant systems, the Employer argues that a variety of employees who work with hospital equipment must be included.

There are approximately 34 employees in the petitioned-for unit, 61 employees in the unit sought by the Employer, and 44 employees in the unit found appropriate.

The Employer employs a work force of about 2400 individuals in its operations at its facilities at the main hospital campus in Harvey, Illinois, and at the Employer's distribution center, about 3 miles away from the main hospital campus. The Employer is currently licensed for 704 beds and provides various short-term, acute care services, including medical and surgical care, intensive care, cardiac surgery, coronary care, alcoholism treatment, psychiatric care, renal dialysis, rehabilitative services, and oncology. The Employer is a subsidiary of Ingalls Health Systems; other subsidiaries are Ingalls Health Directions, Ingalls Health Ventures, and a development foundation.

There is no history of collective bargaining with regard to any of the employees in the involved classifications. The parties stipulated at the hearing, and I find, that the individuals occupying the following positions in the Plant Operations Department have the authority to hire, fire, and discipline employees or to effectively recommend such action and thus are supervisors within the meaning of the meaning of Section 2(11) of the Act: Operations Manager, Maintenance Supervisor, Grounds Supervisor, and Biomedical Supervisor.

CLASSIFICATIONS WITHIN THE PLANT OPERATIONS DEPARTMENT

The Plant Operations Department is responsible for maintaining the physical plant; it also is involved in construction and other activities related to maintaining the hospital campus. It has six sections Maintenance Services, Grounds, Engineering, Biomedical, Clerical, and Construction.

Maintenance Services provides a full range of maintenance and repair for mechanical, electrical, and plumbing systems throughout the Employer's facilities. Maintenance Services employs a Maintenance Lead Person who prioritizes projects as they come into the department as well as performing the duties performed by other Maintenance Services employees. The Maintenance Services section also employs one Electrician, two D.I.N. (Do-It-Now) Mechanics, nine Mechanics, and one Tool Crib Worker, whose unit placement is in dispute.

The Maintenance Services employees work on one of two shifts: 7 a.m. to 3 p.m. or 3 p.m. to 11 p.m. They wear uniforms consisting of a light brown shirt and dark brown pants. Maintenance Services Mechanics have a work area in the Plant Operations Department, in the Plant Operations Building, located on the main hospital campus.

The Electrician is in pay grade N and makes from $13.32 to $18.27 per hour. The classification requires a high school graduate with 6 to 12 months of trade school and 5 or more years experience. The Maintenance Lead and Maintenance Mechanic classifications (which includes the D.I.N. Mechanics) are in pay grades M and L, respectively. The Maintenance Lead makes from $12.69 to $17.41 per hour and the Maintenance Mechanics make $12.09 to $16.56 per hour. Both positions require a high school graduate with a minimum of 3 years maintenance experience, resulting in a basic knowledge of electricity and mechanics. Trade school is ''desirable'' and a knowledge of electronics is preferred.

There is no training or apprenticeship program within Maintenance Services. There have been a number of transfers into Maintenance Services from other departments in the hospital, such as Dietary and Housekeeping. The transferring employee must show the required mechanic's experience or vocational training in order to bid on an opening.

The parties stipulated at the hearing that the Maintenance Lead, Electrician, and Mechanic classifications in Maintenance Services are appropriately included in the skilled maintenance unit.

Tool Crib Worker

The Tool Crib Worker, whose unit placement is at issue, oversees the inventory of hospital-owned tools and parts used by the Maintenance Services and Engineering sections of the Plant Operations Department. The Tool Crib Worker orders new parts, tools, and other supplies, as inventories are depleted, maintains records regarding inventories in the tool crib, and reports on orders to the Operations Manager. The Tool Crib Worker is responsible for the maintenance and repair of all equipment kept in the tool crib.

William Hejna, the Employer's Vice President for Operations, testified that the Tool Crib Worker also performs Mechanic duties and that the position has the same education and experience requirements as the Maintenance Lead position. Documentary evidence in the record indicates that the Tool Crib Worker's pay grade is H, that is, $9.94 to $13.64 per hour, which is consistent with the Maintenance Worker job description rather than the Maintenance Mechanic job description. The Maintenance Worker classification requires a high school graduate or equivalent and 3 years' experience in construction or general maintenance, with trade school desirable.

The Maintenance Worker job description also lists what appears to be the Tool Crib Worker's primary responsibilities: (1) Distributes all hospital-owned tools to Plant Operations personnel as requested on a check-out, check-in basis; (2) inspects, maintains, and performs minor repairs on all toolsin his or her custody and lubricates tools for proper operation; (3) maintains an adequate inventory of all parts under his or her control; (4) ordersparts that are stock items and notifies supervisor; (5) takes necessary action to follow up on hard-to-get parts ; and (6) keeps storage area neat and orderly at all times.

The Board has held under the Rule, 53 FR at 33923–33924, 284 NLRB at 1561 (1988), that a skilled maintenance unit should generally include only those employees who perform skilled maintenance work, who fill the position of a trainee, or who serve as helpers or assistants to skilled main-

tenance employees in the performance of their work. *Barnes Hospital*, 306 NLRB 201 (1992).

The record evidence is unclear as to the nature of the repairs performed by the Tool Crib Worker on the equipment in the tool crib. Although there is some indication that the Tool Crib Worker also performs Mechanic's duties, the record does not disclose sufficient details as to the circumstances in which the Tool Crib Worker performs these duties or the nature of the duties performed to establish whether the Tool Crib Worker is generally engaged in skilled maintenance work, fills the role of a trainee, or acts as a helper or assistant to skilled maintenance employees in the performance of their work.

In the case of the ''storekeeper'' included in a skilled maintenance unit in *Jewish Hospital of St. Louis*, 305 NLRB 955 (1991), cited by the Employer, the record showed that the storekeeper, in addition to maintaining the maintenance equipment, answered service calls and filled in for plumbers and other crafts in emergency situations, repaired wheelchairs and assembled new furniture. Inclusion of the storekeeper was not reviewed by the Board. Id. at fn. 1. In the absence of evidence detailing the repairs or other duties performed by the Tool Crib Worker, I shall permit the Tool Crib Worker to vote subject to challenge, as the evidence is insufficient to determine the issue of his unit placement.

The Engineering section is responsible for the maintenance and repair of all heating, ventilating, air-conditioning, and refrigeration systems in the hospital and also is occasionally involved in related project work. Engineering staff also maintain the hospital's medical gas piping system. The Engineering section is located in the Plant Operations Department in the Plant Operations Building. There are currently 15 full-time employees in the Engineering section, which is staffed 24 hours per day, 7 days per weeek. Engineering employees wear a uniform consisting of gray pants and a gray shirt.

The Engineering section employs 1 Engineering Lead and 1 P.M. Shift Lead, collectively referred to here as lead engineers, 10 Engineers, and 1 Apprentice Engineer. In addition to engineering duties, the lead engineers assist the Operations Manager in the assignment of work. The Apprentice Engineer is a position that was created to facilitate an employee in another position to become an Engineer. The Apprentice Engineer receives on-the-job training while engaged in course work to prepare him to take a state licensing examination to become a licensed stationary engineer.

A vocational school graduate with 6 to 12 months post-high school education in refrigeration, air-conditioning, and heating in addition to 4 years of post-high school education or related experience is required for the lead engineer and Engineer positions. All employees in the lead engineer and Engineer classifications are required to be licensed by the State of Illinois to operate high-pressure vessels.

The lead engineers are in pay grade N and make from $13.32 to $18.27 per hour. The Engineers are in pay grade M and make from $12.69 to S17.41 per hour. The Apprentice Engineer is in pay grade H and makes from $9.94 to $13.64 per hour.

The parties stipulated that the lead engineers, Engineers, and Apprentice Engineers should be included in the skilled maintenance unit here.

Grounds Lead, Grounds Workers, and Yard Keepers

The Grounds section is responsible for the maintenance and upkeep of all exterior areas of the hospital campus, including upkeep of trees, shrubbery, and flowers in landscaped areas, routine maintenance of the parking garage and outside smoking areas, placement of outside signage and seasonal decorations, snow removal, and maintenance of certain hospital vehicles and all the equipment and vehicles used by the Grounds section. Grass cutting and window washing are contracted out.

Five employees currently report to the Grounds Supervisor: they are the Grounds Lead, two Grounds Workers, and two Yard Keepers. All are full-time except for one Yard Keeper who is part-time. The record reveals the following regarding their job duties and responsibilities.

The Yard Keepers and the Grounds Workers work in the upkeep of the grounds, trimming shrubbery and trees and collecting trash. They also perform snow removal and put up seasonal decorations.

The Yard Keepers are engaged in these activities almost 100 percent of the time. The Grounds Workers perform thes duties about 70 to 75 percent of the time. During the remaining 25 to 30 percent of their time, the Grounds Workers and the Grounds Lead are involved in preventive maintenance functions on 10 to 15 hospital fleet vehicles and the Grounds vehicles and equipment and in certain repairs to the hospital's automated irrigation system. Grounds Workers also paint curbs at intersections, fire hydrants, and no-parking signposts, and do some painting inside the parking garage.

The Grounds Lead and Grounds Workers change the oil and sparkplugs on hospital security vehicles. They perform tuneups and routine repairs on the Grounds streetsweeper, the snowthrower, and the flex lift boom, or ''cherry picker,'' as well as on other hospital vehicles. The Grounds Lead and Grounds Workers work from monthly preventive maintenance schedules generated for these vehicles and equipment. Preventive maintenance performed on the cherry picker must be documented by law. The record indicates that the cherry picker would be sent out for a major overhaul.

The record discloses that the repairs to the irrigation system performed by the Grounds Workers become necessary during the summer months when brass valve heads on the system fail to close and are cut off when the grass is edged. The Grounds Lead or Grounds Worker trims back the plastic pipe, puts an extension and an elbow with a threaded top on the pipe, then screws the brass valve head back on.

The Grounds Lead provides work direction in the absence of the Grounds supervisor and does not hire, fire, or discipline other employees. The parties stipulated at the hearing, and I find, that the Grounds Lead is not a supervisor within Section 2(11) of the Act.

The Grounds section office is located in a storage facility where the Grounds equipment is kept adjacent to the Southwest Building about 1 block away from the Plant Operations Building. The Grounds section employees wear a uniform consisting of a gray work shirt and gray pants, similar to that worn by the Engineering staff.

The Grounds Lead and the Grounds Workers have some contact with the Mechanics in Maintenance Services but rarely work side-by-side on a project with the Maintenance Services staff, have very limited interaction with the Engineering employees, have rare contact with the Electrician and

do not themselves perform electrical work. Neither do they weld. They do not share equipment with other Plant Operations employees.

The Grounds Lead is in pay grade J, making $10.96 to $15.03 per hour. The Grounds Workers are in pay grade H, making $9.94 to $13.64 per hour. The Yard Keepers are in pay grade B, making $7.42 to $9.78 per hour. Each of the three positions requires a high school graduate or the equivalent.

For the Yard Keeper position, a candidate with trade school courses in forestry, horticulture, and mechanics is preferred. Also preferred are 2 years' landscaping experience and a basic knowledge of mechanical repairs.

The Grounds Lead position has similar educational preferences, but also requires basic mechanical knowledge. Both the Grounds Lead and Grounds Worker classifications require 3 years' experience in construction or general maintenance. If the candidate has 2 years of trade school, then 1 to 2 years of related experience is required.

In light of the above evidence, and the record evidence as a whole, I find that the Yard Keepers, Grounds Workers, and Grounds Lead are not primarily engaged in skilled maintenance work nor do they fill the position of trainees or serve as assistants or helpers to skilled maintenance employees in the performance of their work. All of these employees are primarily engaged in landscaping duties and routine maintenance of the exterior areas of the hospital campus. The Grounds Lead and Grounds Workers perform routine maintenance on hospital vehicles and equipment; however, the record does not demonstrate that the maintenance performed requires the skills of an automobile mechanic. In *Lutheran General Hospital*, Case 13–RC–18254 (Aug. 27, 1991), relied on by the Employer, the parties entered into a stipulated election agreement which included in a skilled maintenance unit certain employees who maintained and repaired hospital fleet vehicles. Such a stipulation does not constitute Board precedent. See *Westinghouse Electric Corp.*, 118 NLRB 1043, 1047 (1957).

The minor repair work on the hospital's irrigation system performed by the Grounds Lead and Grounds Workers similarly does not qualify them to be part of a skilled maintenance unit and does not appear to be significantly more complex than repairs performed by groundskeepers excluded with Board approval from a skilled maintenance unit in *Barnes Hospital*, supra.

Therefore, I shall exclude the positions of Grounds Lead, Grounds Worker, and Yard Keeper from the skilled maintenance unit here.

Secretary and Clerk II

The Clerical section of the Plant Operations Department consists of two full-time secretaries, one full-time clerk, and one part-time clerk (both classified as Clerk II). The secretaries and clerks perform work for various supervisors and managers in the Plant Operations Department. They process purchasing paperwork and prepare reports. They answer telephones, route service requests that come into the department, and use a paging system to dispatch Plant Operations personnel. The part-time clerk maintains files and updates preventive maintenance procedures on some 2000 pieces of equipment for the Biomedical section. The full-time clerk handles parts requisitions, prepares purchase orders, and keeps track of purchase order numbers and also files staff documentation of time spent on various jobs or the Biomedical section. Her job description indicates that she takes care of the tool crib in the absence of the Tool Crib Worker.

The clerks are in pay grade B and make from $7.2 to $9.48 per hour. The Secretaries are in pay grade FY and make from $8.62 to $11.86 per hour

There is no evidence to indicate that the Secretaries or the clerks perform any skilled maintenance work, fill the position of a trainee, or serve as assistants or helpers to skilled maintenance employees in the performance of their work. Rather, Secretaries and clerks in the Plant Operations Department primarily perform secretarial and clerical functions of handling paperwork, typing, filing, and answering telephones. Their dispatch functions do not qualify them for inclusion in the skilled maintenance unit here. Contrary to the Employer's assertion, the Secretary and Clerk II positions here are more similar to, than distinguishable from, the Secretary III and Secretary IV excluded by the Board in *Jewish Hospital of St. Louis*, supra. *McLean Hospital*, 234 NLRB 424 (1978), in which typists were included in a skilled maintenance unit on the basis that their clerical functions were closely related to the work performed by skilled maintenance employees, was explicitly overruled in *Barnes Hospital*, supra, in this regard. Thus, the Employer's reliance on a Regional decision to include a maintenance department secretary in a skilled maintenance unit in *South Chicago Community Hospital*, 13–RC–18244 (Oct. 23, 1991), based on *McLean Hospital*, is misplaced.

Therefore, I shall exclude the positions of Secretary and Clerk II from the skilled maintenance unit here.

Medical Electronic Technician, Electronic Technician, and Mechanic (Biomedical Section)

The Employer employs four Medical Electronic Technicians, two Electronic Technicians, and two Mechanics in the Biomedical section under the supervision of the Biomedical Supervisor. One of the Mechanics performs various computer-related duties.

The Biomedical section maintains electronic equipment throughout the hospital and performs and documents electrical safety tests and preventive maintenance on some 4000 pieces of equipment for hospital accreditation: Patient care equipment includes life support, diagnostic, therapeutic, and monitoring equipment. The hospital physical plant systems include the music, paging, and television antenna systems, the nurse-patient communications system, security cameras and monitors, the parking garage audio alarm system, the two-way radio equipment used by the Grounds employees, and the electronic components of the automated irrigation system.

Both the Medical Electronic Technicians and the Electronic Technicians have work stations in the Biomedical department on the lower level of the West Building, which is adjacent to the Plant Operations Building.

The Medical Electronic Technicians and the Electronic Technicians use tray scopes; frequency meters; amperage, wattage, and voltage measuring devices; alignment tools; analyzers that calibrate and verify the electrical safety of equipment; small screwdrivers and pliers under 6 inches in length; soldering irons and soldering stations equipped with a large magnifying glass.

The Medical Electronic Technicians and the Electronic Technicians perform similar repair work; however, the Electronic Technician classification does not require previous experience in the repair of medical electronic equipment, as the Medical Electronic Technician classification does. The Electronic Technician classification does require 2 years experience in communications. Both positions require 2 years of post-high school electronics courses, with licensing desirable. Two of the four Medical Electronic Technicians are licensed. Medical Electronic Technicians are in pay grade N and make from $13.32 to $18.27 per hour; Electronic Technicians are in pay grade M and make from $12.69 to $17.41 per hour.

The two Mechanics assigned to the Biomedical section currently perform different functions: One Mechanic performs traditional Mechanic functions. He handles repairs to mechanical components of the equipment serviced by the Biomedical section and the nurse-patient communications system. He also replaces telephones in patient rooms, cleans and repairs the pillow speaker, which may involve soldering, and repairs the cabling and the console. The Mechanic assists Electronic Technicians in pulling cable through the ceiling to connect computer terminals with the contral computer unit. The Mechanic generally performs work in which larger hand tools, such as a 5-pound hammer, pipe wrench, and channel locks, are necessary. This Mechanic works out of the same shop area as the Medical Electronic Technicians and the Electronic Technicians. The Mechanic in the Maintenance Services section with the most seniority is given the opportunity to be assigned to the Biomedical section

Employees performing these functions work on two shifts: 7 a.m. to 3:30 p.m. and 2:30 p.m. to 11 p.m. These employees all frequently have on-call responsibility. Depending on the equipment or the system being serviced, these employees perform some of their work in patient care areas but they provide no direct patient care. Biomedical employees wear dark gray pants, and a shirt and tie. When they are in patient care areas, they also wear a laboratory coat that bears the legend, '' Biomed.''

The Mechanics in the Biomedical section are in the same pay grade as are Mechanics in Maintenance Services, and make from $12.09 to $16.56 per hour, and the Employer also requires a high school graduate, with a minimum of 3 years maintenance experience resulting in basic knowledge of electricity and mechanics. Trade school is desirable and knowledge of electronics is preferred.

The record evidence further shows that Robert Linse, one of the Mechanics assigned to the Biomedical section, does not perform traditional Mechanic's work but functions in another capacity. Linse is responsible for maintaining the Plant Operations Department computer network, consisting of eight terminals, a computer, and hard disk, and five printers. Linse installs and repairs this computer equipment, does some programming, enters work order data for the entire Plant Operations Department, and generates various reports for management, including activity sheets for each employee that are used in cost and productivity analyses.

Linse's installation and repair work involves pulling cable from one monitor to another, replacing monitors, screens, and keyboards, sending the computer or components he has identified as defective out for repair, and reconnecting the components after they have been repaired by the vendor. Linse performs no board-level repair. Linse spends about half his time programming and entering data. He also instructs the clerical staff on how to use the software.

Linse works in a separate office in the basement of the Plant Operations Building, which he shares with the part-time clerk. Linse works from 7 a. m. to 3:30 p.m., Monday through Friday, and has no on-call responsibility.

In light of this evidence, and the record evidence as a whole, I find that the Medical Electronic Technicians, Electronic Technicians, and the Mechanic currently performing traditional Mechanic functions in the Biomedical section of the Plant Operations Department are primarily engaged in performing skilled maintenance work on hospital physical plant systems. *Jewish Hospital of St. Louis*, supra. The Petitioner urges that because the Medical Electronic Technicians and the Electronic Technicians spend a majority of their time maintaining and repairing portable electronic equipment that is not part of the physical structure of the building they should be excluded from the unit. However, the Board noted in Collective-Bargaining Units in the Health Care Industry, 29 CFR Part 103, 284 NLRB 1527, 1559 (1988), that biomedical technicians perform work similar to that performed by traditional craft or trade-type maintenance employees, repairing sophisticated computer-based equipment, and had already been included in some skilled maintenance units. Thus, the rulemaking hearing evidence allayed the Board's concern that establishing a separate unit of skilled maintenance employees would lead to a proliferation of bargaining units. The Board has also found recently that biomedical technicians were appropriately included in a skilled maintenance unit. *San Juan Regional Medical Center*, 307 NLRB 117 (1992).

Accordingly, I shall include the classifications of Medical Electronic Technician, Electronic Technician and the Mechanic currently performing Mechanic functions in the Biomedical section in the skilled maintenance unit.

The record evidence demonstrates that Robert Linse, although classified as a Mechanic, performs no Mechanical functions performed by the other Mechanics but primarily performs computer programming, data entry, computer operator, and routine maintenance functions for the Plant Operations computer network, which has only eight terminals. Like the groundskeepers who performed light maintenance on the equipment they used, excluded with Board approval in *Barnes Hospital*, supra, Linse does not perform skilled maintenance work nor does he fill the position of a trainee or serve as a helper or assistant to skilled maintenance employees in the performance of their work. Therefore, I shall exclude Robert Linse from the skilled maintenance unit.

Project Support Coordinator, Construction Lead, and Draftsman

The Construction section employs three Carpenters, four Painters a Draftsman, a Construction Lead, and a Project Support Coordinator. The Construction section staff currently reports directly to the Plant Operations Manager, with the exception of the Project Support Coordinator and the Draftsman, who at the time of the representation hearing, were reporting directly to William Hejna, the vice president for Operations. The parties have agreed to include the Carpenters and the Painters in the skilled maintenance unit. However, Petitioner seeks to exclude and the Employer seeks to include the positions of Project Support Coordinator, Construction Lead, and Draftsman.

The Project Support Coordinator functions as an advocate and facilitator for hospital departments faced with construction project that affects departmental operations. The Project Support Coordinator helps departments plan how to continue operating during construction, obtains agency approvals, and emphasizes the planning of moves to the affected departments. He prepares reports on planning, budgeting progress, expenses, and schedules or use by upper management. At the completion of a project, the Project Support Coordinator generates a work list of items forgotten by the contractor to be performed by Maintenance Services. The Project Support Coordinator does not directly assign work to employees. Although the Project Support Coordinator was previously an electrician, he performs no electrical work as Project Support Coordinator.

The Project Support Coordinator is an exempt employee in pay grade R, making $16.18 to $22.22 per hour. He has his own office in the Construction section of the Plant Operations Building. He does not wear a uniform.

This evidence, and the record evidence as a whole, shows that the Project Support Coordinator does not perform skilled maintenance work on hospital physical plant systems, nor does he fill the position of a trainee or act as an assistant or helper to skilled maintenance employees in the performance of their work. Although the functions of the Project Support Coordinator are at times closely connected with Plant Operations employees who do perform hands-on skilled maintenance work, he himself does not, nor does he act as a helper or an assistant to them. Thus, like the maintenance department clericals in *Barnes Hospital*, supra, the Project Support Coordinator falls into none of the categories which the Board has stated should be included in a skilled maintenance unit under the Rule.

Accordingly, I shall exclude the Project Support Coordinator from the skilled maintenance unit here.

The Draftsman is responsible for maintaining a library of ''as-built'' hospital blueprints and updating the library by generating drawings with the aid of a computer-assisted design program on a personal computer. He may consult with Maintenance Services Mechanics and Electricians for their knowledge of hospital systems. The Draftsman makes blueprints and drawings available, as needed. The Draftsman is also involved in some planning and design work on small projects.

The Draftsman position requires a high school graduate with a minimum of 2 years of post-high school drafting courses, and 3 to 5 years' experience in the drafting field. The Draftsman is in pay grade J, making from $10.96 to $15.03 per hour. The Draftsman has an office in the Construction section of the Plant Operations Building.

This evidence, and the record evidence as a whole, does not show that the Draftsman performs any skilled maintenance work on the hospital's physical plant systems, nor does it show that he fills the position of trainee or acts as a helper or assistant to skilled maintenance employees in the performance of their work. Thus, like the maintenance department clericals excluded from a skilled maintenance unit in *Barnes Hospital*, supra, the Draftsman, although his work is related to the work of the Plant Operations Department, falls into none of the applicable categories.

Thus, I shall exclude the Draftsman from the skilled maintenance unit.

The Construction Lead functions as a project coordinator on small projects, such as one-room or suite renovations. The Construction Lead spends time on project sites and provides some work direction to painters and carpenters. He prepares reports on these projects for use by upper management detailing costs and schedules. The Construction Lead performs a function similar to that of the Project Support Coordinator, with regard to smaller projects with smaller numbers of hospital staff involved. The incumbent was formerly a carpenter but performs no hands-on construction work as Construction Lead.

The Construction Lead is an exempt employee in pay grade N, making from $13.32 to $18.27 per hour. He typically wears slacks and a button-down shirt. He does not wear a uniform. The Construction Lead has an office in the Construction section of the Plant Operations Building adjacent to the office of the Project Support Coordinator.

The above evidence, and the record evidence as a whole, demonstrates that the Construction Lead does not perform skilled maintenance work on hospital physical plant systems nor does he fill the position of a trainee or act as a helper or assistant to skilled maintenance employees in the performance of their work. *Barnes Hospital*, supra. Accordingly, I shall exclude the Construction Lead from the skilled maintenance unit.

CLASSIFICATIONS OUTSIDE THE PLANT OPERATIONS DEPARTMENT

Printer

The Employer employs one Printer in its Materials Management Department who reports directly to the director of that department. The Printer works in the Distribution Center, which is an off-campus hospital facility about 3 miles away from the hospital campus. The Printer operates an offset printing press to print materials for use by the Employer. He prioritizes and completes customer service requests, working independently. The Printer prints as much as he is capable of, and overflow work is contracted out.

The Printer performs routine maintenance on the offset press, camera platemaker, and other equipment he uses, such as staplers, folding devices, papercutters, and hole punches. The Printer maintains an inventory of spare parts and performs minor repairs to his equipment himself, such as tightening screws and replacing moving parts, such as springs, vacuum hoses, belts, and screws. To perform this work, the Printer uses hand tools, such as wrenches, pliers, and screwdrivers, and occasionally a power tool. The Printer does not fabricate parts. The record indicates that the Printer contacts the manufacturer's representative for more complex repairs. The Printer also performs routine lubrication and cleaning of the press.

The Printer works from 8 a.m. to 4:30 p.m., Monday through Friday, and occasional weekends. He makes from $9 to $13 per hour and punches a timeclock. The Printer does not wear a uniform. A high school graduate with 2 years' experience as an offset printer is required.

The record evidence indicates that the Printer does not primarily perform skilled maintenance work on hospital physical plant systems, nor does he fill the role of a trainee or act as a helper or assistant to skilled maintenance employees in the performance of their work. Rather, the record evidence

as a whole shows that the Printer performs routine maintenance and minor repairs to the equipment he uses in his primary function as an offset printer. The case relied on by the Employer, *Lutheran General Hospital*, 13–RC–8254, involved an agreement by the parties to include an ''engraver'' in a skilled maintenance unit and, thus, is not apposite here. Accordingly, I shall exclude the printer from the skilled maintenance unit here.

Surgical Equipment and Instrument Technician

The Surgical Equipment and Instrument Technician is generally responsible for surgical instrumentation and equipment used in the operating rooms and serves as a liaison between Central Processing and Distribution, which is part of the Materials Management Department, and the surgery department.

The Employer has employed one Surgical Equipment and Instrument Technician in the past. However, at the time of the representation hearing, the position was vacant and the Employer was not seeking to fill the vacancy as a cost reduction measure.

Because the position was vacant at the time of the representation hearing and there was no evidence indicating when it would be filled, I find it unnecessary to decide the unit eligibility of any individual who might be hired in the future to fill the position. *Milwaukee Children's Hospital Assn.*, 255 NLRB 1009, 1013, fn. 9 (1981).

Operating Room Supply Specialist

The Employer employs one Operating Room Supply Specialist in the Division of Nursing who reports to the Nurse Manager. The job description in evidence in the record for this position summarizes the job in the following manner: ''assists in the evaluation and purchasing of O. R. equipment and supplies . . ., in the standardization and monitoring of the instrument/equipment delivery system; monitors usage, repairs, and replacement of supplies/equipment; maintains and updates individual surgeon preference cards; acts as liaison and resource person between Nursing, Medical staff, and Materials Management; collaborates with O.R. Educator related to inservice programs for the O.R. staff on the proper use/care of equipment/instruments.''

The record indicates that the Operating Room Supply Specialist's duties include getting failed equipment out of the operating room and either replacing it or getting it up and running immediately, which may involve replacing a lightbulb or light source or putting a new fitting in contaminated equipment. The Operating Room Supply Specialist may reassemble some mechanical tools used in surgery if they fall apart. In order to perform these tasks, the Operating Room Supply Specialist uses screwdrivers, wrenches, and forceps. If the Operating Room Supply Specialist cannot handle the repairs, the Medical Electronic Technicians or Electronic Technicians may be summoned. The Biomedical technician either repairs the equipment on site or pulls it back to th Biomedical shop for repair there or by the vendor.

The Operating Room Supply Specialist does not work alongside the Biomedical staff in the repair of the equipment. The Operating Room Supply Specialist does not perform any electronic repairs.

The position requires a high school degree or the equivalent. Whereas training is on the job, a working knowledge consistent with 3 to 5 years of progressive responsibility in an operating room setting is also required. The Operating Room Supply Specialist is in pay grade I and makes from $10.42 to $14.32 per hour.

In view of the above evidence, and the record evidence as a whole, I find that the Operating Room Supply Specialist does not perform skilled maintenance work on the equipment and instrumentation for which she is responsible nor does she fill the position of trainee or act as a helper or assistant to skilled maintenance employees in the performance of their work. The Operating Room Supply Specialist is not primarily engaged in maintenance work and the repairs she performs are of a minor nature. *Jewish Hospital of St. Louis*, supra.

Whereas the Operating Room Supply Specialist's overall job duties require more training than that necessary for the Equipment Specialist excluded from a skilled maintenance unit in *Jewish Hospital of St. Louis*, the maintenance performed by the Operating Room Supply Specialist is no more complicated. Therefore, I shall exclude the Operating Room Supply Specialist from the skilled maintenance unit.

Respiratory Equipment Technician

The Employer employs one Respiratory Equipment Technician in the Department of Cardiopulmonary Services who is responsible for inventories of all expendable supplies, preventive maintenance, and the proper operation of equipment used in Respiratory Care, such as ventilators, intermittent positive pressure breathing machines (IPPBs), and ultrasonic nebulizers. This involves ensuring that ventilators and other equipment are in operating order and ready to be used in patient care. The Respiratory Equipment Technician, working from a checklist, verifies that the necessary components are in place. After use, the Respiratory Equipment Technician dismantles the equipment, changes the filters and tubing, and verifies that the equipment is functioning, again working from the checklist, before it is sent out of the patient care area between patients. The Respiratory Equipment Technician also cleans and lubricates equipment as necessary. The Respiratory Equipment Technician uses hammers, open-ended wrenches, pliers, needle-nose pliers, and screwdrivers to perform this work, as well as certain monitoring devices used to test equipment function.

If any substantial mechanical or any electronic failure occurs, the Biomedical staff is summoned and makes necessary repairs on site.

The Respiratory Equipment Technician has a workroom in Respiratory Care, in the basement of the East Building. He spends 25 to 50 percent of his time working with equipment in his workroom and 50 to 75 percent of his time in other functions. The Respiratory Equipment Technician also replaces oxygen cylinders, unhooking the spent cylinder with a wrench and recoupling the new cylinder.

The Respiratory Equipment Technician works from 8 a.m. to 4:30 p.m. He is required to wear a white laboratory coat when he is outside the department.

The position requires a ''general academic development such as that normally associated with successful completion of high school, with an emphasis on science and mechanical related courses.'' Previous experience as a respiratory therapy assistant is preferred. The position requires 3 to 6 months of on-the-job training. The position is compensated at roughly from $8.50 to $12 per hour.

In view of the above evidence, and the record evidence as a whole, I find that the Respiratory Equipment Technician does not perform skilled maintenance on hospital physical plan systems, or fill the position of a trainee or act as helper or assistant to skilled maintenance employees in the performance of their work. Whereas the equipment maintained by the Respiratory Equipment Technician is generally more complex in nature than that repaired and cleaned by the equipment specialist excluded from a skilled maintenance unit in *Jewish Hospital of St. Louis*, supra, the record indicates that the Respiratory Equipment Technician relies heavily on procedural checklists and that electronic and substantial mechanical malfunctions are referred to the Biomedical staff. Unlike the dialysis technician included in the skilled maintenance unit in that case, the Respiratory Equipment Technician position requires no formal education in electronics or hydraulics and no technical experience.

Accordingly, I shall exclude the Respiratory Equipment Technician from the skilled maintenance unit.

Moldmaker

The Employer employs one moldmaker in its Radiologic and Diagnostic Services department. The moldmaker uses special equipment to create a styrofoam mold according to a physicis's recommendation into which the moldmaker pours a low-melt metal alloy. In this way, the moldmaker produces five to seven custom blocks per day that are used in radiation therapy to protect tissue adjacent to tissue that is the target of the therapy. Whereas the moldmaker may replace the cutting wire in the equipment if it breaks, he otherwise does not repair or maintain the equipment he uses.

The moldmaker does not have regularly scheduled hours but averages about 20 hours per week. He makes $17 per hour plus a differential. The moldmaker works through the hospital registry and does not receive the range of benefits received by the other classifications involved in this proceeding.

In view of the above evidence, and the record evidence as a whole, I find that the moldmaker does not perform skilled maintenance work on hospital physical plant systems. Whereas the work performed is skilled, it is unrelated to hospital physical plant systems. *Jewish Hospital of Louis*, supra. Therefore, I shall exclude the moldmaker from the skilled maintenance unit.